

Global Leadership Network UK

England & Wales · Charity number 1069726

Details

Other names	WILLOW CREEK ASSOCIATION UK, WILLOW CREEK ASSOCIATION UK AND IRELAND
Status	Registered
Legal form	Charitable company
Company number	03057781
Registered	1998-05-27
Register	View on the Charity Commission register

Contact

Address	The C3 Centre 2 Brooks Road Cambridge CB1 3HR
Phone	01223 844415
Email	INFO@GLNUKI.ORG
Website	https://www.globalleadership.uk/

Activities

Objects: TO APPLY THE FUNDS TO AND TOWARDS THE FURTHERANCE OF THE CHRISTIAN RELIGION.

Activities: A Christian Charity which provides resources and training for Church Leaders in UK and Ireland. Our purpose is to help local churches reach unchurched people and assist them to become fully devoted followers of Jesus Christ.

Classification

- **How:** Provides Services, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Religious Activities
- **Who:** Other Defined Groups

Geography

- Ireland
- Jersey
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£106,264	£117,147	-	-
2024-03-31	£69,794	£81,666	-	-
2023-03-31	£64,974	£45,130	-	-
2022-03-31	£64,282	£201,761	-	-
2020-12-31	£54,148	£145,446	-	-

Trustees

Name	Role	Appointed
ELIZABETH JOANNE LUGT	Chair	2023-04-06
Andrew David Worthington		2020-08-11
Major Steven John Smith		2020-02-13
Mark Edmund John Faithfull		2020-08-11
Peter Christopher Ordway		2023-11-13

Accounts

GLOBAL LEADERSHIP NETWORK UK

(A Company Limited by Guarantee)

COMPANY NUMBER 3057781
REGISTERED CHARITY NUMBER 1069726

UNAUDITED FINANCIAL STATEMENTS

For the year ended

31 March 2025

LEGAL AND ADMINISTRATIVE DETAILS

Charity Name: Global Leadership Network UK

Registered Charity Number: 1069726

Company Number: 03057781

Principal Address: The C3 Centre
2 Brooks Road
Cambridge
CB1 3HR

Registered Office The C3 Centre
2 Brooks Road
Cambridge
CB1 3HR

Trustees: Major Steven Smith
Mr Mark Faithfull
Mr Andrew Worthington
Mrs Elizabeth Lugt
Mr Peter Ordway

Bankers: Barclays Bank PLC
425-427 Shirley Road
Shirley
Southampton
SO15 3EU

Independent Examiner: Robert Allin FCA
Independent Examiner
Milton Hall, Ely Road
Milton
Cambridge
CB24 6WZ

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management presents its report and the Financial Statements of the company for the period ended 31 March 2025 in accordance with the Statement of Recommended Practice: 'Accounting by Charities' (SORP).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Global Leadership Network UK ("GLN UK") is a registered charity and is a registered company limited by guarantee. The company is governed by its memorandum and articles of association dated 17th May 1995.

GLN UK is an affiliate of Global Leadership Network (GLN US) based in South Barrington, IL, USA under the terms and conditions of the Willow Creek Association Affiliation Agreement dated 27th February 2023 ("the Affiliation Agreement").

Staffing

In accordance with the Affiliation Agreement, GLN UK is governed by The Council of Management (which is the Board of Directors for the purposes of company law and Board of Trustees for the purposes of Charity Law) consisting of a minimum of five members. Each member of the Council is a member of GLN UK or aligned with its purposes. Recruitment of new Council members is subject to election by The Council of Management. Induction and training of new Council members is undertaken by the Chairman of The Council of Management and the Chief Executive. Review of each Council member's role and contribution is undertaken bi-annually by the Chairman and the Chief Executive. Review of the Chairman's role and contribution is undertaken bi-annually by the GLN International Vice President.

The Council of Management is responsible for policy and strategic direction. The operational management is the responsibility of Steve and Angie Campbell, joint National Directors.

Volunteers play a vital role in fulfilling the company's objectives and activities. The volunteer roles vary from administrative support for head office functions to event management at GLN UK conference venues.

Risk Management

The Council of Management continues to monitor activity on a regular basis to identify potential areas of risk. GLN US, in addition to quarterly reports, requires annual budgets and goal setting.

The Risk Assessment Report covers the necessary contingencies.

OBJECTIVES AND ACTIVITIES

The purpose of the company is the advancement of the Christian faith by the envisioning, encouraging, and equipping of church leaders. This is achieved by partnering with local churches to provide GLN leadership development training at conferences and seminars. In addition, it provides year-round training materials through internet media and the sale of resources.

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular the Council of Management considers how planned activities will contribute to the aims and objectives they have set.

Training

Training provides an effective means through which GLN UK achieves its vision and mission. GLN UK has a strategic goal to provide quality conferences and seminars. Invariably this takes the form of at least one, and usually several major one day events which provide a high inspiration factor and fulfil the 'envision, encourage, equip' objective. In addition, GLN UK provides internet training programmes using video and audio resources from the live events.

The administration of the training is undertaken primarily by the GLN UK team of volunteers who assist with the preparation of mail shots, signage, resources, packaging and other tasks entailed in the running of such big events.

ACHIEVEMENTS AND PERFORMANCE

A number of one day 'summits' took place over multiple venues in the UK & Ireland. 14 locations held one day summits across the UK and Ireland. These varied in size from 300+ to more intimate contexts of less than 20 people.

FINANCIAL REVIEW

Reserves Policy

The aim of The Council of Management is to keep in unrestricted reserves an amount equivalent to at least two months of operating expenses (in the year to 31 March 2025 unrestricted operating expenses totaled £91,792).

At 31 March 2025, the company had unrestricted funds available of £43,355 (2024: £54,238), which The Council of Management feels is satisfactory. The Council of Management will continue to review the level of reserves in the light of the ongoing plans and requirements.

Public Benefit

The company provides a number of free resources for public benefit. In addition, for a fee, extra resources are made available to individuals and the churches they represent. For low income individuals, GLN UK offers discretionary discounts on its membership, resources, and conference fees.

Results for the Year

The company had income of £106,264 (2024: £69,794) and expended resources of £117,147 (2024: £81,666) for the year ended 31 March 2025.

The balance sheet shows total net assets of £43,355 (2024: £54,238), which are held for use by the company in furtherance of its objectives.

FUTURE PLANS

Following the year end, the trustees reviewed the charity's operating model and resolved to move towards a direct-delivery approach in Europe, whereby GLN International will work directly with UK & Ireland host sites. As a result of this decision, the charity intends to wind down its operations and will be seeking appropriate legal advice to determine the process and implications of doing so. The trustees will seek to ensure that this process is managed responsibly and in accordance with the charity's objects and legal obligations.

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management Members' Responsibilities

The members of The Council of Management are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of The Council of Management to prepare financial statements for each financial period. Under that law the members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The members of The Council of Management are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by The Council of Management on 26th January 2026 and signed on its behalf by



Elizabeth Lugt
Chair

INDEPENDENT EXAMINER'S REPORT

I report on the financial statements of the charity for the period ended 31 March 2025 set out on pages 5 to 14.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. The charity's gross income did not exceed £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the financial statements under section 145 of the Charities Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a "true and fair" view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention to:

- indicate that accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- indicate that the financial statements do not accord with such records;
- indicate that the financial statements fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102);
- which, in my opinion, attention should be drawn to gain a proper understanding of the financial statements.



Robert Allin FCA
Independent Examiner
Milton Hall, Ely Road
Milton
Cambridge
CB24 6WZ

26th January 2026



GLOBAL LEADERSHIP NETWORK UK		Charity No.	1069726
Annual accounts for the year			
1st April 2024	to	31st March 2025	

Section A Statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Total Funds 2024 £
Incoming resources (Note 3)				
Income and endowments from:				
Donations and legacies	592	25,355	25,947	3,501
Charitable activities	79,845	-	79,845	65,914
Investments	472	-	472	379
Other	-	-	-	-
Total	80,909	25,355	106,264	69,794
Resources expended (Note 4)				
Expenditure on:				
Charitable activities	91,792	25,355	117,147	81,666
Other	-	-	-	-
Total	91,792	25,355	117,147	81,666
Net income/(expenditure) before investment gains/(losses)	(10,883)	0	(10,883)	(11,872)
Net gains/(losses) on investments	-	-	-	-
Net income/(expenditure)	(10,883)	0	(10,883)	(11,872)
Extraordinary items	-	-	-	-
Transfers between funds	-	-	-	-
Other recognised gains/(losses):				
Gains and losses on revaluation of fixed assets for the charity's own use	-	-	-	-
Other gains/(losses)	-	-	-	-
Net movement in funds	(10,883)	0	(10,883)	(11,872)
Reconciliation of funds:				
Total funds brought forward	54,238	-	54,238	66,110
Total funds carried forward	43,355	-	43,355	54,238

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

Section B Balance sheet

	Unrestricted funds £	Restricted income funds £	Endowment funds £	2025 £	2024 £
Fixed assets					
Tangible assets	-	-	-	-	-
Total fixed assets	-	-	-	-	-
Current assets					
Stocks	-	-	-	-	-
Debtors (Note 7)	1,473	-	-	1,473	5,176
Cash at bank and in hand	52,687	-	-	52,687	59,575
Total current assets	54,160	-	-	54,160	64,751
Creditors: amounts falling due within one year (Note 8)	10,805	-	-	10,805	10,513
Net current assets/(liabilities)	43,355	-	-	43,355	54,238
Total assets less current liabilities	43,355	-	-	43,355	54,238
Total net assets or liabilities	43,355	-	-	43,355	54,238
Funds of the Charity					
Restricted income funds (Note 9)				-	-
Unrestricted funds	43,355			43,355	54,238
Total funds	43,355	-	-	43,355	54,238

For the year ended 31st March 2024 the company was entitled to exemption under subsection 1 of section 477 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Director's responsibilities:

- The Members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

- The directors acknowledge their responsibility for complying with the requirements of the Act with respect to account records and preparation of accounts.

Signed on behalf of the trustees

Signature	Print Name	Date
	Elizabeth Lugt	26/01/2026

Note 1 Basis of preparation

1.1 Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

- and with ☒ the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
- and with ☒ the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)
- and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by the Charity Commission's general guidance.

1.2 Going concern

An explanation as to those factors that support the conclusion that the charity is a going concern;

Disclosure of any uncertainties that make the going concern assumption doubtful;

Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.

The Council of Management has a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason The Council of Management continues to adopt the going concern basis of accounting in preparing the annual financial statements.

N/A

N/A

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

Yes*	☒	* -Tick as appropriate
No*	☒	

Please disclose:

(i) the nature of the change in accounting policy;	N/A
(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and	N/A
(iii) the amount of the adjustment for each line affected in the current year, each prior year presented and the aggregate amount of the adjustment relating to years before those presented, 3.44 FRS 102 SORP.	N/A

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting year (3.46 FRS 102 SORP).

Yes*	☒	* -Tick as appropriate
No*	☒	

Please disclose:

(i) the nature of any changes;	N/A
(ii) the effect of the change on income and expense or assets and liabilities for the current year; and	N/A
(iii) where practicable, the effect of the change in one or more future years.	N/A

1.5 Material prior year errors

No material prior year error have been identified in the reporting year (3.47 FRS 102 SORP).

Yes*	☒	* -Tick as appropriate
No*	☒	

Please disclose:

(i) the nature of the prior year error;	N/A
(ii) for each prior year presented in the accounts, the amount of the correction for each account line item affected; and	N/A
(iii) the amount of the correction at the beginning of the earliest prior year presented in the accounts.	N/A

Note 2 **Accounting policies**

2.1 INCOME

Recognition of income	These are included in the Statement of Financial Activities (SoFA) when: - the charity becomes entitled to the resources; - it is more likely than not that the trustees will receive the resources; and - the monetary value can be measured with sufficient reliability.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Offsetting	There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Grants and donations	Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP). In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Legacies	Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Tax reclaims on donations and gifts	Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Contractual income and performance related grants	This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Support costs	The charity has incurred expenditure on support costs.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

2.2 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Governance and support costs	Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Redundancy cost	The charity made no redundancy payments during the reporting year.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Deferred income	No material item of deferred income has been included in the accounts.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 11.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

2.3 ASSETS

Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £ 500 They are valued at cost.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Stocks and work in progress	Stocks held for sale as part of non-charitable trade are measured at the lower or cost or net realisable value. Goods or services provided as part of a charitable activity are measured at net realisable value based on the service potential provided by items of stock.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Debtors	Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

Note 3

Analysis of income

		Unrestricted funds	Restricted income funds	Total funds 2025	Total funds 2024
Analysis		£	£	£	£
Donations and legacies:	Donations and gifts	592	-	592	3,501
	Gift Aid	-	-	-	-
	Legacies	-	-	-	-
	Other	-	-	-	-
	Total	592	-	592	3,501
Charitable activities:	Membership (Churches & Individuals)	-	-	-	-
	UK Conferences - GLS	38,845	-	38,845	42,464
	Partnerships	41,000	-	41,000	23,450
	Total	79,845	-	79,845	65,914
Income from investments:	Interest income	472	-	472	379
	Other - Foreign Exchange	-	-	-	-
	Total	472	-	472	379
TOTAL INCOME		80,909	-	80,909	69,794

Note 4

Analysis of expenditure

Analysis	2025				2024			
	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Unrestricted funds	Restricted income funds	Endowment funds	Total funds
Expenditure on charitable								
UK Summits								
- Direct summit expenses	10,405	115	-	10,520	16,176	-	-	16,176
- Support costs	81,387	25,240	-	106,627	65,490	-	-	65,490
Total expenditure on charitable activities	91,792	25,355	-	117,147	81,666	-	-	81,666
Other								
Trustee's expenses	-	-	-	-	-	-	-	-
Total other expenditure	-	-	-	-	-	-	-	-
TOTAL EXPENDITURE	91,792	25,355	-	117,147	81,666	-	-	81,666

Other information:

Analysis of expenditure on charitable activities

Activity or programme	2025				2024			
	Activities undertaken directly	Grant funding of activities	Support Costs	Total	Activities undertaken directly	Grant funding of activities	Support Costs	Total
	£	£	£	£	£	£	£	£
Member's services				-		-		-
UK Summits	10,520	-	106,627	117,147	16,176	-	65,490	81,666
Resources				-		-		-
Total	10,520	-	106,627	117,147	16,176	-	65,490	81,666

Note 5 Support Costs

2025

Support cost	Members' Services	UK Summits	Resource	Total
	£	£	£	£
Office Supplies	-	23,089	-	23,089
Travelling & Subsistence	-	6,205	-	6,205
Professional incl. Marketing	-	77,333	-	77,333
Total	-	106,627	-	106,627

2024

Support cost	Members' Services	UK Summits	Resource	Total
	£	£	£	£
Office Supplies	-	16,205	-	16,205
Travelling & Subsistence	-	5,531	-	5,531
Professional incl. Marketing	-	43,754	-	43,754
Total	-	65,490	-	65,490

Section C	Notes to the accounts	(cont)
------------------	------------------------------	---------------

Note 6 **Paid employees**

6.1 Staff Costs

	2025 £	2024 £
Salaries and wages	-	-
Social security costs	-	-
Pension costs (defined contribution scheme)	-	-
Other employee benefits	-	-
Total staff costs	-	-

No employees received employee benefits (excluding employer pension costs) for the reporting periods of more than £60,000

6.2 Average head count in the year

	2025 Number	2024 Number
The parts of the charity in which the employees work		
Administration	-	-
Charitable Activities	-	-
Operational support	-	-
Total	-	-

Note 7 **Debtors and prepayments**

Analysis of debtors

	2025 £	2024 £
Trade debtors	86	794
Prepayments and accrued income	1,387	4,382
Total	1,473	5,176

Note 8 **Creditors and accruals**

Analysis of creditors - Amounts falling due within one

	2025 £	2024 £
Trade creditors	1,270	2,016
Accruals and deferred income	9,535	8,497
Total	10,805	10,513

Note 9

Charity funds

9.1 Details of material funds held and movements during the 2025 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
GLS	Restricted	Chief Generosity Officer	-	25,355	(25,355)	-	-	-
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	54,238	80,909	(91,792)		-	43,355
Total Funds			54,238	106,264	(117,147)	-	-	43,355

9.2 Details of material funds held and movements during the 2024 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
							-	-
							-	-
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	66,110	69,794	(81,666)	-	-	54,238
Total Funds			66,110	69,794	(81,666)	-	-	54,238

Note 10 Transactions with trustees and related parties**10.1 Trustee remuneration and benefits****2023**

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

2022

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

10.2 Trustees' expenses

Type of expenses reimbursed	2025	2024
	£	£
Travel	-	-
Subsistence	-	-
Accommodation	-	-
	-	-
TOTAL	-	-

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity

0	0
---	---

Accounts

GLOBAL LEADERSHIP NETWORK UK

(A Company Limited by Guarantee)

COMPANY NUMBER 3057781
REGISTERED CHARITY NUMBER 1069726

UNAUDITED FINANCIAL STATEMENTS

For the year ended

31 March 2024

LEGAL AND ADMINISTRATIVE DETAILS

Charity Name: Global Leadership Network UK

Registered Charity Number: 1069726

Company Number: 03057781

Principal Address: The C3 Centre
2 Brooks Road
Cambridge
CB1 3HR

Registered Office The C3 Centre
2 Brooks Road
Cambridge
CB1 3HR

Trustees: Major Steven Smith
Mr Mark Faithfull
Mr Andrew Worthington
Mrs Elizabeth Lugt
Mr Peter Ordway

Bankers: Barclays Bank PLC
425-427 Shirley Road
Shirley
Southampton
SO15 3EU

Independent Examiner: Robert Allin FCA
Independent Examiner
Milton Hall, Ely Road
Milton
Cambridge
CB24 6WZ

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management presents its report and the Financial Statements of the company for the period ended 31 March 2024 in accordance with the Statement of Recommended Practice: 'Accounting by Charities' (SORP).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Global Leadership Network UK ("GLN UK") is a registered charity and is a registered company limited by guarantee. The company is governed by its memorandum and articles of association dated 17th May 1995.

GLN UK is an affiliate of Global Leadership Network (GLN US) based in South Barrington, IL, USA under the terms and conditions of the Willow Creek Association Affiliation Agreement dated 27th February 2023 ("the Affiliation Agreement").

Staffing

In accordance with the Affiliation Agreement, GLN UK is governed by The Council of Management (which is the Board of Directors for the purposes of company law and Board of Trustees for the purposes of Charity Law) consisting of a minimum of five members. Each member of the Council is a member of GLN UK or aligned with its purposes. Recruitment of new Council members is subject to election by The Council of Management. Induction and training of new Council members is undertaken by the Chairman of The Council of Management and the Chief Executive. Review of each Council member's role and contribution is undertaken bi-annually by the Chairman and the Chief Executive. Review of the Chairman's role and contribution is undertaken bi-annually by the GLN International Vice President.

The Council of Management is responsible for policy and strategic direction. The operational management is the responsibility of Steve and Angie Campbell, joint national directors.

Volunteers play a vital role in fulfilling the company's objectives and activities. The volunteer roles vary from administrative support for head office functions to Event management at GLN UK conference venues.

Risk Management

The Council of Management continues to monitor activity on a regular basis to identify potential areas of risk. GLN US, in addition to quarterly reports, requires annual budgets and goal setting.

The Risk Assessment Report covers the necessary contingencies.

OBJECTIVES AND ACTIVITIES

The purpose of the company is the advancement of the Christian faith by the envisioning, encouraging, and equipping of church leaders. This is achieved by partnering with local churches to provide GLN leadership development training at conferences and seminars. In addition, it provides year-round training materials through internet media and the sale of resources.

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular the Council of Management considers how planned activities will contribute to the aims and objectives they have set.

Training

Training provides an effective means through which GLN UK achieves its vision and mission. GLN UK has a strategic goal to provide quality conferences and seminars. Invariably this takes the form of at least one, and usually several major one day events which provide a high inspiration factor and fulfil the 'envision, encourage, equip' objective. In addition, GLN UK provides internet training programmes using video and audio resources from the live events.

The administration of the training is undertaken primarily by the GLN UK team of volunteers who assist with the preparation of mail shots, signage, resources, packaging and other tasks entailed in the running of such big events.

ACHIEVEMENTS AND PERFORMANCE

A number of one day 'summits' took place over multiple venues in the UK & Ireland. 16 locations held one day summits across the UK and Ireland. These varied in size from 300+ to more intimate contexts of less than 20 people.

FINANCIAL REVIEW

Reserves Policy

The aim of The Council of Management is to keep in distributable reserves an amount equivalent to at least two months of operating expenses (in the year to 31 March 2024 operating expenses totaled £81,666).

At 31 March 2024, the company had unrestricted funds available of £54,238 (2023: £66,110), which The Council of Management feels is satisfactory. The Council of Management will continue to review the level of reserves in the light of the ongoing plans and requirements.

Public Benefit

The company provides a number of free resources for public benefit. In addition, for a fee, extra resources are made available to individuals and the churches they represent. For low income individuals, GLN UK offers discretionary discounts on its membership, resources, and conference fees.

Results for the Year

The company had income of £69,794 (2023: £64,974) and expended resources of £81,666 (2023: £45,130) for the year ended 31 March 2024.

The balance sheet shows total net assets of £54,238 (2023: £66,110), which are held for use by the company in furtherance of its objectives.

FUTURE PLANS

Following a challenging period, in which difficult decisions about staffing needed to be made, we are now emerging with a strong and sustainable structure, an excellent team, and with renewed focus for the future as we seek to inspire and equip leadership that ignites transformation.

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management Members' Responsibilities

The members of The Council of Management are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of The Council of Management to prepare financial statements for each financial period. Under that law the members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The members of The Council of Management are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by The Council of Management on 23rd December 2024 and signed on its behalf by



Major Steven Smith
Chairman

INDEPENDENT EXAMINER'S REPORT

I report on the financial statements of the charity for the period ended 31 March 2024 set out on pages 6 to 15.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. The charity's gross income did not exceed £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the financial statements under section 145 of the Charities Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a "true and fair" view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention to:

- indicate that accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- indicate that the financial statements do not accord with such records;
- indicate that the financial statements fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102);
- which, in my opinion, attention should be drawn to gain a proper understanding of the financial statements.



Robert Allin FCA
Independent Examiner
Milton Hall, Ely Road
Milton
Cambridge
CB24 6WZ

23rd December 2024



CHARITY COMMISSION
FOR ENGLAND AND WALES

GLOBAL LEADERSHIP NETWORK UK		Charity No.	1069726
Annual accounts for the year			
1st April 2023	to	31st March 2024	

Section A Statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total Funds 2023 £
Incoming resources (Note 3)				
Income and endowments from:				
Donations and legacies	3,501	-	3,501	5,180
Charitable activities	65,914	-	65,914	59,747
Investments	379	-	379	47
Other	-	-	-	-
Total	69,794	-	69,794	64,974
Resources expended (Note 4)				
Expenditure on:				
Charitable activities	81,666	-	81,666	45,130
Other	-	-	-	-
Total	81,666	-	81,666	45,130
Net income/(expenditure) before investment gains/(losses)	(11,872)	0	(11,872)	19,844
Net gains/(losses) on investments	-	-	-	-
Net income/(expenditure)	(11,872)	0	(11,872)	19,844
Extraordinary items	-	-	-	-
Transfers between funds	-	-	-	-
Other recognised gains/(losses):				
Gains and losses on revaluation of fixed assets for the charity's own use	-	-	-	-
Other gains/(losses)	-	-	-	-
Net movement in funds	(11,872)	0	(11,872)	19,844
Reconciliation of funds:				
Total funds brought forward	66,110	-	66,110	46,266
Total funds carried forward	54,238	-	54,238	66,110

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

Section B Balance sheet

	Unrestricted funds £	Restricted income funds £	Endowment funds £	2024 £	2023 £
Fixed assets					
Tangible assets	-	-	-	-	-
Total fixed assets	-	-	-	-	-
Current assets					
Stocks	-	-	-	-	-
Debtors (Note 7)	5,176	-	-	5,176	1,151
Cash at bank and in hand	59,575	-	-	59,575	69,830
Total current assets	64,751	-	-	64,751	70,981
Creditors: amounts falling due within one year (Note 8)	10,513	-	-	10,513	4,871
Net current assets/(liabilities)	54,238	-	-	54,238	66,110
Total assets less current liabilities	54,238	-	-	54,238	66,110
Total net assets or liabilities	54,238	-	-	54,238	66,110
Funds of the Charity					
Restricted income funds (Note 9)				-	-
Unrestricted funds	54,238			54,238	66,110
Total funds	54,238	-	-	54,238	66,110

For the year ended 31st March 2024 the company was entitled to exemption under subsection 1 of section 477 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Director's responsibilities:

- The Members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

- The directors acknowledge their responsibility for complying with the requirements of the Act with respect to account records and preparation of accounts.

Signed on behalf of the trustees

Signature	Print Name	Date
	Major Steven Smith	23/12/2024

Note 1 Basis of preparation**1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

- and with

✓

 the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
- and with

✓

 the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)
- and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by the Charity Commission's general guidance.

1.2 Going concern

An explanation as to those factors that support the conclusion that the charity is a going concern;

Disclosure of any uncertainties that make the going concern assumption doubtful;

Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.

The Council of Management has a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason The Council of Management continues to adopt the going concern basis of accounting in preparing the annual financial statements.

N/A

N/A

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of the change in accounting policy;</i>	N/A
<i>(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and</i>	N/A
<i>(iii) the amount of the adjustment for each line affected in the current year, each prior year presented and the aggregate amount of the adjustment relating to years before those presented, 3.44 FRS 102 SORP.</i>	N/A

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting year (3.46 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of any changes;</i>	N/A
<i>(ii) the effect of the change on income and expense or assets and liabilities for the current year; and</i>	N/A
<i>(iii) where practicable, the effect of the change in one or more future years.</i>	N/A

1.5 Material prior year errors

No material prior year error have been identified in the reporting year (3.47 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of the prior year error;</i>	N/A
<i>(ii) for each prior year presented in the accounts, the amount of the correction for each account line item affected; and</i>	N/A
<i>(iii) the amount of the correction at the beginning of the earliest prior year presented in the accounts.</i>	N/A

Note 2 **Accounting policies**

2.1 INCOME

Recognition of income	These are included in the Statement of Financial Activities (SoFA) when: - the charity becomes entitled to the resources; - it is more likely than not that the trustees will receive the resources; and - the monetary value can be measured with sufficient reliability.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Offsetting	There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Grants and donations	Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP). In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Legacies	Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Tax reclaims on donations and gifts	Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Contractual income and performance related grants	This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Support costs	The charity has incurred expenditure on support costs.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

2.2 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Governance and support costs	Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Redundancy cost	The charity made no redundancy payments during the reporting year.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Deferred income	No material item of deferred income has been included in the accounts.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 11.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

2.3 ASSETS

Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £ 500 They are valued at cost.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Stocks and work in progress	Stocks held for sale as part of non-charitable trade are measured at the lower or cost or net realisable value. Goods or services provided as part of a charitable activity are measured at net realisable value based on the service potential provided by items of stock.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Debtors	Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

Note 3

Analysis of income

		Unrestricted funds	Restricted income funds	Total funds 2024	Total funds 2023
Analysis		£	£	£	£
Donations and legacies:	Donations and gifts	3,501	-	3,501	5,179
	Gift Aid	-	-	-	-
	Legacies	-	-	-	-
	Other	-	-	-	-
	Total	3,501	-	3,501	5,179
Charitable activities:	Membership (Churches & Individuals)	-	-	-	-
	UK Conferences - GLS	42,464	-	42,464	54,647
	Partnerships	23,450	-	23,450	5,100
	Total	65,914	-	65,914	59,747
Income from investments:	Interest income	379	-	379	47
	Other - Foreign Exchange	-	-	-	-
	Total	379	-	379	47
TOTAL INCOME		69,794	-	69,794	64,973

Note 4 Analysis of expenditure

Analysis	2024				2023			
	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Unrestricted funds	Restricted income funds	Endowment funds	Total funds
Expenditure on charitable								
UK Summits								
- Direct summit expenses	16,176	-	-	16,176	11,249	-	-	11,249
- Support costs	65,490	-	-	65,490	33,881	-	-	33,881
Total expenditure on charitable activities	81,666	-	-	81,666	45,130	-	-	45,130
Other								
Trustee's expenses	-	-	-	-	-	-	-	-
Total other expenditure	-	-	-	-	-	-	-	-
TOTAL EXPENDITURE	81,666	-	-	81,666	45,130	-	-	45,130

Other information:
Analysis of expenditure on charitable activities

Activity or programme	2024				2023			
	Activities undertaken directly	Grant funding of activities	Support Costs	Total	Activities undertaken directly	Grant funding of activities	Support Costs	Total
	£	£	£	£	£	£	£	£
Member's services				-		-		-
UK Summits	16,176	-	65,490	81,666	11,249	-	33,881	45,130
Resources				-		-		-
Total	16,176	-	65,490	81,666	11,249	-	33,881	45,130

Note 5 Support Costs

2024

Support cost	Members' Services	UK Summits	Resource	Total
	£	£	£	£
Office Supplies	-	16,205	-	16,205
Travelling & Subsistence	-	5,531	-	5,531
Professional incl. Marketing	-	43,754	-	43,754
Total	-	65,490	-	65,490

2023

Support cost	Members' Services	UK Conference	Resource	Total
	£	£	£	£
Office Supplies	-	9,356	-	9,356
Travelling & Subsistence	-	9,281	-	9,281
Professional incl. Marketing	-	15,244	-	15,244
Total	-	33,881	-	33,881

Section C	Notes to the accounts	(cont)
------------------	------------------------------	---------------

Note 6 **Paid employees**

6.1 Staff Costs

	2024 £	2023 £
Salaries and wages	-	-
Social security costs	-	-
Pension costs (defined contribution scheme)	-	-
Other employee benefits	-	-
Total staff costs	-	-

No employees received employee benefits (excluding employer pension costs) for the reporting periods of more than £60,000

6.2 Average head count in the year

	2024 Number	2023 Number
The parts of the charity in which the employees work		
Administration	-	-
Charitable Activities	-	-
Operational support	-	-
Total	-	-

Note 7 **Debtors and prepayments**

Analysis of debtors

	2024 £	2023 £
Trade debtors	794	79
Prepayments and accrued income	4,382	1,072
Total	5,176	1,151

Note 8 **Creditors and accruals**

Analysis of creditors - Amounts falling due within one

	2024 £	2023 £
Trade creditors	2,016	1,371
Accruals and deferred income	8,497	3,500
Total	10,513	4,871

Note 9 Charity funds

9.1 Details of material funds held and movements during the 2024 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
GLS	Restricted	Promotion of GLN in the developing world	-	-	-	-	-	-
Designated	Unrestricted	Third party organisations with consistent objects of the company and where there are no conflicts of interest.	-	-	-	-	-	-
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	66,110	69,794	(81,666)	-	-	54,238
Total Funds			66,110	69,794	(81,666)	-	-	54,238

9.2 Details of material funds held and movements during the 2023 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
GLS	Restricted	Promotion of GLN in the developing world	20,386	-	-	(20,386)	-	-
Designated	Unrestricted	Third party organisations with consistent objects of the company and where there are no conflicts of interest.	11,118	-	-	(11,118)	-	-
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	14,762	64,974	(45,130)	31,504	-	66,110
Total Funds			46,266	64,974	(45,130)	-	-	66,110

Note 10 Transactions with trustees and related parties**10.1 Trustee remuneration and benefits****2023**

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

2022

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

10.2 Trustees' expenses

Type of expenses reimbursed	2024	2023
	£	£
Travel	-	-
Subsistence	-	-
Accommodation	-	-
	-	-
TOTAL	-	-

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity

0	0
---	---

Accounts

GLOBAL LEADERSHIP NETWORK UK

(A Company Limited by Guarantee)

COMPANY NUMBER 3057781
REGISTERED CHARITY NUMBER 1069726

UNAUDITED FINANCIAL STATEMENTS

For the year ended

31 March 2023

LEGAL AND ADMINISTRATIVE DETAILS

Charity Name:	Global Leadership Network UK
Registered Charity Number:	1069726
Company Number:	03057781
Principal Address:	The C3 Centre 2 Brooks Road Cambridge CB1 3HR
Registered Office	The C3 Centre 2 Brooks Road Cambridge CB1 3HR
The Council of Management:	Mr Scott Cochrane (resigned 10 th October 2023) Major Steven Smith Mr Mark Faithfull Mr Andrew Worthington Mrs Elizabeth Lugt (appointed 6 th April 2023) Mr Peter Ordway (appointed 13 th November 2023)
Bankers:	Barclays Bank PLC 425-427 Shirley Road Shirley Southampton SO15 3EU
Independent Examiner:	Robert Allin FCA Independent Examiner Milton Hall, Ely Road Milton Cambridge CB24 6WZ

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management presents its report and the Financial Statements of the company for the period ended 31 March 2023 in accordance with the Statement of Recommended Practice: 'Accounting by Charities' (SORP).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Global Leadership Network UK ("GLN UK") is a registered charity and is a registered company limited by guarantee. The company is governed by its memorandum and articles of association dated 17th May 1995.

GLN UK is an affiliate of Global Leadership Network (GLN US) based in South Barrington, IL, USA under the terms and conditions of the Willow Creek Association Affiliation Agreement dated 27th February 2023 ("the Affiliation Agreement").

Staffing

In accordance with the Affiliation Agreement, GLN UK is governed by The Council of Management (which is the Board of Directors for the purposes of company law and Board of Trustees for the purposes of Charity Law) consisting of a minimum of five members. Each member of the Council is a member of GLN UK or aligned with its purposes. Recruitment of new Council members is subject to election by The Council of Management. Induction and training of new Council members is undertaken by the Chairman of The Council of Management and the Chief Executive. Review of each Council member's role and contribution is undertaken bi-annually by the Chairman and the Chief Executive. Review of the Chairman's role and contribution is undertaken bi-annually by the GLN International Vice President.

The Council of Management is responsible for policy and strategic direction. The operational management is the responsibility of Steve and Angie Campbell, joint national directors.

Volunteers play a vital role in fulfilling the company's objectives and activities. The volunteer roles vary from administrative support for head office functions to Event management at GLN UK conference venues.

Risk Management

The Council of Management continues to monitor activity on a regular basis using a range of management tools (a "Scorecard" identifying key performance areas is circulated each month and presented at The Council of Management meetings) to identify potential areas of risk. This is constantly reviewed and updated. GLN US, in addition to quarterly reports, requires quarterly budgets and annual goal setting.

The Risk Assessment Report covers the necessary contingencies.

OBJECTIVES AND ACTIVITIES

The purpose of the company is the advancement of the Christian faith by the envisioning, encouraging, and equipping of church leaders. This is achieved by partnering with local churches to provide GLN leadership development training at conferences and seminars. In addition, it provides year-round training materials through internet media and the sale of resources.

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular the Council of Management considers how planned activities will contribute to the aims and objectives they have set.

Training

Training provides an effective means through which GLN UK achieves its vision and mission. GLN UK has a strategic goal to provide quality conferences and seminars. Invariably this takes the form of at least one, and usually several major one day events which provide a high inspiration factor and fulfil the 'envision, encourage, equip' objective. In addition, GLN UK provides internet training programmes using video and audio resources from the live events.

The administration of the training is undertaken primarily by the GLN UK team of volunteers who assist with the preparation of mail shots, signage, resources, packaging and other tasks entailed in the running of such big events.

ACHIEVEMENTS AND PERFORMANCE

A number of one day 'summits' took place over multiple venues in the UK & Ireland.

FINANCIAL REVIEW

Reserves Policy

The aim of The Council of Management is to keep in distributable reserves an amount equivalent to at least six months of operating expenses (in the period to 31 March 2023 operating expenses totaled £45,130).

At 31 March 2023, the company had unrestricted funds available of £66,110 (2022: £25,880), which The Council of Management feels is satisfactory. The Council of Management will continue to review the level of reserves in the light of the ongoing plans and requirements.

Public Benefit

The company provides a number of free resources for public benefit. In addition, for a fee, extra resources are made available to individuals and the churches they represent. For low income individuals, GLN UK offers discretionary discounts on its membership, resources, and conference fees.

Results for the Year

The company had income of £64,974 (2022: £64,282) and expended resources of £45,130 (2022: £137,478) for the year ended 31 March 2023.

The balance sheet shows total net assets of £66,110 (2022: £46,266), which are held for use by the company in furtherance of its objectives.

FUTURE PLANS

Following a challenging period, in which difficult decisions about staffing needed to be made, we are now emerging with a strong and sustainable structure, an excellent team, and with renewed focus for the future as we seek to inspire and equip leadership that ignites transformation.

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management Members' Responsibilities

The members of The Council of Management are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of The Council of Management to prepare financial statements for each financial period. Under that law the members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The members of The Council of Management are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by The Council of Management on 21st December 2023 and signed on its behalf by



Major Steven Smith
Chairman

INDEPENDENT EXAMINER'S REPORT

I report on the financial statements of the charity for the period ended 31 March 2023 set out on pages 6 to 15.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. The charity's gross income did not exceed £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the financial statements under section 145 of the Charities Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a "true and fair" view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention to:

- indicate that accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- indicate that the financial statements do not accord with such records;
- indicate that the financial statements fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102);
- which, in my opinion, attention should be drawn to gain a proper understanding of the financial statements.



Robert Allin FCA
Independent Examiner
Milton Hall, Ely Road
Milton
Cambridge
CB24 6WZ

22 December 2023



GLOBAL LEADERSHIP NETWORK UK		Charity No.	1069726
Annual accounts for the year			
1st April 2022	to	31st March 2023	

Section A Statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total Funds 2022 £
Incoming resources (Note 3)				
Income and endowments from:				
Donations and legacies	5,180	-	5,180	26,257
Charitable activities	59,747	-	59,747	38,014
Investments	47	-	47	11
Other	-	-	-	-
Total	64,974	-	64,974	64,282
Resources expended (Note 4)				
Expenditure on:				
Charitable activities	45,130	-	45,130	201,761
Other	-	-	-	-
Total	45,130	-	45,130	201,761
Net income/(expenditure) before investment gains/(losses)	19,844	0	19,844	(137,479)
Net gains/(losses) on investments	-	-	-	-
Net income/(expenditure)	19,844	0	19,844	(137,479)
Extraordinary items	-	-	-	-
Transfers between funds	20,386	(20,386)	-	-
Other recognised gains/(losses):				
Gains and losses on revaluation of fixed assets for the charity's own use	-	-	-	-
Other gains/(losses)	-	-	-	-
Net movement in funds	40,230	(20,386)	19,844	(137,479)
Reconciliation of funds:				
Total funds brought forward	25,880	20,386	46,266	183,745
Total funds carried forward	66,110	-	66,110	46,266

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

Section B Balance sheet

	Unrestricted funds £	Restricted income funds £	Endowment funds £	2023 £	2022 £
Fixed assets					
Tangible assets	-	-	-	-	-
Total fixed assets	-	-	-	-	-
Current assets					
Stocks	-	-	-	-	-
Debtors (Note 7)	1,151	-	-	1,151	971
Cash at bank and in hand	69,830	-	-	69,830	69,805
Total current assets	70,981	-	-	70,981	70,776
Creditors: amounts falling due within one year (Note 8)	4,871	-	-	4,871	24,510
Net current assets/(liabilities)	66,110	-	-	66,110	46,266
Total assets less current liabilities	66,110	-	-	66,110	46,266
Total net assets or liabilities	66,110	-	-	66,110	46,266
Funds of the Charity					
Restricted income funds (Note 9)				-	20,386
Unrestricted funds	66,110			66,110	25,880
Total funds	66,110	-	-	66,110	46,266

For the year ended 31st March 2023 the company was entitled to exemption under subsection 1 of section 477 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Director's responsibilities:

- The Members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

- The directors acknowledge their responsibility for complying with the requirements of the Act with respect to account records and preparation of accounts.

Signed on behalf of the trustees

Signature	Print Name	Date
	Major Steven Smith	21/12/2023

Note 1 Basis of preparation**1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

- and with

✓

 the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
- and with

✓

 the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)
- and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by the Charity Commission's general guidance.

1.2 Going concern

An explanation as to those factors that support the conclusion that the charity is a going concern;

Disclosure of any uncertainties that make the going concern assumption doubtful;

Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.

The Council of Management has a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason The Council of Management continues to adopt the going concern basis of accounting in preparing the annual financial statements.

N/A

N/A

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of the change in accounting policy;</i>	N/A
<i>(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and</i>	N/A
<i>(iii) the amount of the adjustment for each line affected in the current year, each prior year presented and the aggregate amount of the adjustment relating to years before those presented, 3.44 FRS 102 SORP.</i>	N/A

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting year (3.46 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of any changes;</i>	N/A
<i>(ii) the effect of the change on income and expense or assets and liabilities for the current year; and</i>	N/A
<i>(iii) where practicable, the effect of the change in one or more future years.</i>	N/A

1.5 Material prior year errors

No material prior year error have been identified in the reporting year (3.47 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of the prior year error;</i>	N/A
<i>(ii) for each prior year presented in the accounts, the amount of the correction for each account line item affected; and</i>	N/A
<i>(iii) the amount of the correction at the beginning of the earliest prior year presented in the accounts.</i>	N/A

Note 2

Accounting policies

2.1 INCOME

Recognition of income	These are included in the Statement of Financial Activities (SoFA) when: - the charity becomes entitled to the resources; - it is more likely than not that the trustees will receive the resources; and - the monetary value can be measured with sufficient reliability.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td></td><td>✓</td></tr> </table>	Yes	No	N/a	✓		✓						
Yes	No	N/a												
✓		✓												
Offsetting	There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Grants and donations	Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
	In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Legacies	Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Tax reclaims on donations and gifts	Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Contractual income and performance related grants	This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table> <table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓	Yes	No	N/a	✓	✓	✓
Yes	No	N/a												
✓	✓	✓												
Yes	No	N/a												
✓	✓	✓												
Support costs	The charity has incurred expenditure on support costs.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table> <table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓	Yes	No	N/a	✓	✓	✓
Yes	No	N/a												
✓	✓	✓												
Yes	No	N/a												
✓	✓	✓												

2.2 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Governance and support costs	Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table> <table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓	Yes	No	N/a	✓	✓	✓
Yes	No	N/a												
✓	✓	✓												
Yes	No	N/a												
✓	✓	✓												
Redundancy cost	The charity made no redundancy payments during the reporting year.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Deferred income	No material item of deferred income has been included in the accounts.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 11.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												

2.3 ASSETS

Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £ 500 They are valued at cost.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												
Stocks and work in progress	Stocks held for sale as part of non-charitable trade are measured at the lower or cost or net realisable value. Goods or services provided as part of a charitable activity are measured at net realisable value based on the service potential provided by items of stock.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table> <table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓	Yes	No	N/a	✓	✓	✓
Yes	No	N/a												
✓	✓	✓												
Yes	No	N/a												
✓	✓	✓												
Debtors	Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.	<table> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓						
Yes	No	N/a												
✓	✓	✓												

Note 3

Analysis of income

		Unrestricted funds	Restricted income funds	Total funds 2023	Total funds 2022
		£	£	£	£
Donations and legacies:	Analysis				
	Donations and gifts	5,179	-	5,179	25,520
	Gift Aid		-	-	737
	Legacies	-	-	-	-
	Other	-	-	-	
Total		5,179	-	5,179	26,257
Charitable activities:	Membership (Churches & Individuals)		-	-	25,742
	UK Conferences - GLS	54,647	-	54,647	11,112
	Partnerships	5,100	-	5,100	1,160
	Total	59,747	-	59,747	38,014
Income from investments:	Interest income	47	-	47	11
	Other - Foreign Exchange	-	-	-	-
	Total	47	-	47	11
TOTAL INCOME		64,974	-	64,974	64,282

Note 4

Analysis of expenditure

Analysis	2023				2022			
	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Unrestricted funds	Restricted income funds	Endowment funds	Total funds
Expenditure on charitable								
Members' services								
- Member benefits		-	-	-	5,000	-	-	5,000
- Support costs		-	-	-	46,144	-	-	46,144
UK Summits								
- Direct summit expenses	11,249	-	-	11,249	1,389	-	-	1,389
- Support costs	33,881	-	-	33,881	132,490	-	-	132,490
Resources								
- Cost of sales		-	-	-	3,666	-	-	3,666
- Support costs		-	-	-	13,073	-	-	13,073
Total expenditure on charitable activities	45,130	-	-	45,130	201,762	-	-	201,762
Other								
Trustee's expenses	-	-	-	-	-	-	-	-
Total other expenditure	-	-	-	-	-	-	-	-
TOTAL EXPENDITURE	45,130	-	-	45,130	201,762	-	-	201,762

Other information:

Analysis of expenditure on charitable activities

Activity or programme	2023				2022			
	Activities undertaken directly	Grant funding of activities	Support Costs	Total	Activities undertaken directly	Grant funding of activities	Support Costs	Total
	£	£	£	£	£	£	£	£
Member's services				-	5,000	-	46,144	51,144
UK Summits	11,249	-	33,881	45,130	1,389	-	132,490	133,879
Resources				-	3,666	-	13,073	16,739
Total	11,249	-	33,881	45,130	10,055	-	191,707	201,762

Note 5

Support Costs

2023

Support cost	Members' Services	UK Summits	Resource	Total
	£	£	£	£
Payroll Costs	-	-	-	-
Office Accomodation	-	-	-	-
Office Supplies	-	9,356	-	9,356
Travelling & Subsistence	-	9,281	-	9,281
Professional incl. Marketing	-	15,244	-	15,244
Total	-	33,881	-	33,881

2022

Support cost	Members' Services	UK Conference	Resource	Total
	£	£	£	£
Payroll Costs	32,801	94,180	9,293	136,274
Office Accomodation	4,311	12,378	1,221	17,910
Office Supplies	1,104	3,170	313	4,587
Travelling & Subsistence	89	254	25	368
Professional	7,839	22,508	2,221	32,568
Total	46,144	132,490	13,073	191,707

Note 6 **Paid employees**

6.1 Staff Costs

	2023 £	2022 £
Salaries and wages	-	124,740
Social security costs	-	7,469
Pension costs (defined contribution scheme)	-	4,064
Other employee benefits	-	-
Total staff costs	-	136,273

No employees received employee benefits (excluding employer pension costs) for the reporting periods of more than £60,000

6.2 Average head count in the year

	2023 Number	2022 Number
The parts of the charity in which the employees work		
Administration	-	1
Charitable Activities	-	1
Operational support	-	1
Total	-	3

Note 7 **Debtors and prepayments**

Analysis of debtors

	2023 £	2022 £
Trade debtors	79	191
Prepayments and accrued income	1,072	-
Other debtors	-	780
Total	1,151	191

Note 8 **Creditors and accruals**

Analysis of creditors - Amounts falling due within one

	2023 £	2022 £
Trade creditors	1,371	4,778
Accruals and deferred income	3,500	19,694
Taxation and social security		-
Other creditors		37
Total	4,871	24,509

Note 9 **Charity funds**

9.1 Details of material funds held and movements during the 2023 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
GLS	Restricted	Promotion of GLN in the developing world	20,386	-	-	(20,386)	-	-
Designated	Unrestricted	Third party organisations with consistent objects of the company and where there are no conflicts of interest.	11,118	-	-	(11,118)	-	-
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	14,762	64,974	(45,130)	31,504	-	66,110
Total Funds			46,266	64,974	(45,130)	-	-	66,110

9.2 Details of material funds held and movements during the 2022 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
GLS	Restricted	Promotion of GLN in the developing world	20,386	-	-	-	-	20,386
Designated	Unrestricted	Third party organisations with consistent objects of the company and where there are no conflicts of interest.	11,118	-	-	-	-	11,118
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	152,241	64,282	(201,761)	-	-	14,762
Total Funds			183,745	64,282	(201,761)	-	-	46,266

Note 10 Transactions with trustees and related parties**10.1 Trustee remuneration and benefits****2023**

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

2022

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

10.2 Trustees' expenses

Type of expenses reimbursed	2023	2022
	£	£
Travel	-	-
Subsistence	-	-
Accommodation	-	-
	-	-
TOTAL	-	-

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity

0	0
---	---

Accounts

GLOBAL LEADERSHIP NETWORK UK

(A Company Limited by Guarantee)

COMPANY NUMBER 3057781
REGISTERED CHARITY NUMBER 1069726

UNAUDITED FINANCIAL STATEMENTS

For the period ended

31 March 2022

LEGAL AND ADMINISTRATIVE DETAILS

Charity Name:	Global Leadership Network UK
Registered Charity Number:	1069726
Company Number:	03057781
Principal Address:	The C3 Centre 2 Brooks Road Cambridge CB1 3HR
Registered Office	The C3 Centre 2 Brooks Road Cambridge CB1 3HR
The Council of Management:	Mr Scott Cochrane Mr Gary Schwammlein (Resigned 18 July 2022) Mr Steven Smith Mr Mark Faithfull Mrs Helen Reed (Resigned 18 July 2022) Mr Andrew Worthington
Company Secretary:	Mrs Rachael Cottell (Resigned 25 October 2021)
Bankers:	Barclays Bank PLC 425-427 Shirley Road Shirley Southampton SO15 3EU
Independent Examiner:	Robert Allin FCA Independent Examiner Milton Hall, Ely Road Milton Cambridge CB24 6WZ

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management presents its report and the Financial Statements of the company for the period ended 31 March 2022 in accordance with the Statement of Recommended Practice: 'Accounting by Charities' (SORP).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Global Leadership Network UK ("GLN UK") is a registered charity and is a registered company limited by guarantee. The company is governed by its memorandum and articles of association dated 17th May 1995.

GLN UK is an affiliate of Global Leadership Network (GLN US) based in South Barrington, IL, USA under the terms and conditions of the Willow Creek Association Affiliation Agreement dated 15th March 2000 ("the Affiliation Agreement").

Staffing

In accordance with the Affiliation Agreement, GLN UK is governed by The Council of Management (which is the Board of Directors for the purposes of company law and Board of Trustees for the purposes of Charity Law) consisting of a minimum of five members. Each member of the Council is a member of GLN UK or aligned with its purposes. Recruitment of new Council members is subject to election by The Council of Management. Induction and training of new Council members is undertaken by the Chairman of The Council of Management and the Chief Executive. Review of each Council member's role and contribution is undertaken bi-annually by the Chairman and the Chief Executive. Review of the Chairman's role and contribution is undertaken bi-annually by the GLN International Vice President.

The Council of Management is responsible for policy and strategic direction. The operational and staff management was the responsibility of the CEO, Roger Fairhead from 1 December 2020 and he was supported by an administrative team.

As a result of the impact of the COVID pandemic on the charity's activities and the resulting reduced ability to raise funds from selling tickets to events, the trustees were reluctantly forced to make all staff redundant in November 2021, thereafter, relying on volunteers to continue to deliver the charity's objectives.

Volunteers play a vital role in fulfilling the company's objectives and activities. The volunteer roles vary from administrative support for head office functions to Event management at GLN UK conference venues.

In March 2022 Steve and Angie Campbell agreed to take on the voluntary role of joint national directors – effectively replacing the CEO role.

Risk Management

The Council of Management continues to monitor activity on a regular basis using a range of management tools (a "Scorecard" identifying key performance areas is circulated each month and presented at The Council of Management meetings) to identify potential areas of risk. This is constantly reviewed and updated. GLN US, in addition to quarterly reports, requires quarterly budgets and annual goal setting.

The Risk Assessment Report covers the necessary contingencies.

OBJECTIVES AND ACTIVITIES

The purpose of the company is the advancement of the Christian faith by the envisioning, encouraging, and equipping of church leaders. This is achieved by partnering with local churches to provide GLN leadership development training at conferences and seminars. In addition, it provides period-round training materials through membership subscriptions, Internet media and the sale of resources.

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular the Council of Management considers how planned activities will contribute to the aims and objectives they have set.

Training

Training provides an effective means through which GLN UK achieves its vision and mission. GLN UK has a strategic goal to provide quality conferences and seminars. Invariably this takes the form of at least one, and usually several major one day events which provide a high inspiration factor and fulfil the 'envision, encourage, equip' objective. In addition, GLN UK provides internet training programmes using video and audio resources from the live events.

The administration of the training is undertaken primarily by the GLN UK team of volunteers who assist with the preparation of mail shots, signage, resources, packaging and other tasks entailed in the running of such big events.

ACHIEVEMENTS AND PERFORMANCE

2020 proved a challenging period for performance, which had ramifications for 2021, which were further exacerbated by the COVID pandemic.

Training

In the UK a set of major one day events took place over multiple venues in the UK & Ireland.

- GLS - October/November
The one day GLS online videocast events brought the top leadership sessions from the US Leadership Summit to the UK
Total bookings: 700 – against a budget target of 2100

The significant shortfall in ticket sales for GLS events resulted in a financial shortfall requiring the Trustees to take steps to reduce the ongoing running costs of the charity.

FINANCIAL REVIEW

Reserves Policy

The aim of The Council of Management is to keep in distributable reserves an amount equivalent to at least six months of operating expenses (in the period to 31 March 2022 operating expenses including salaries, rent, office expenses and other overheads totaled £191,707) The ongoing expenses were significantly reduced by the staff redundancies in November 2021, reducing the operating expenses to less than £2,000 per month from April 2022.

At 31 March 2022, the company had unrestricted funds available of £25,880 (2021: £163,359), which The Council of Management feels is satisfactory. The Council of Management will continue to review the level of reserves in the light of the Association's ongoing plans and requirements.

Public Benefit

The company provides a number of free resources for public benefit. In addition, for a fee, extra resources are made available to individuals and the churches they represent. For low income individuals, GLN UK offers discretionary discounts on its membership, resources, and conference fees.

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

Results for the Period

The company had net outgoing resources of £137,479 for the period ended 31 March 2022 (2020: £91,298).

No donations were received for the GLDF in 2022.

In 2008 The Council of Management agreed upon a policy of apportioning a tenth of the company's surplus to third party organisations. Council members nominate the third party organisations such that they are consistent with the objects of the company and there are no conflicts of interest. At 31 March 2022, £11,118 remained to be apportioned. This represents a surplus from previous periods less subsequent donations. A loss was made this period of £137,479 in unrestricted funds which means there will be no apportionment from 2022.

The balance sheet shows total net assets of £46,266 (2020: £187,745), which are held for use by the company in furtherance of its objectives.

As a result of the restructuring and staff redundancies reducing the running costs of the charity, the Council of Management has a reasonable expectation that the company has adequate resources to continue operational existence for the foreseeable future. For this reason The Council of Management continues to adopt the going concern basis of accounting in preparing the annual financial statements (See note 1 to the financial statements).

FUTURE PLANS

GLN UK plans to focus on its core activity of running online and in person GLS training events.

- **Training:**

The GLS is the principal thrust behind all our activity. GLN UK plans to provide in 2022:

- o The GLS one day online and in person events, continuing with its desire to make the world-class training of the Summit 'annual, accessible and affordable'.
- o Online learning on leadership topics through the rest of the year.

- **Resources:**

- o We plan to focus on conference related resources online and at our events.

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management Members' Responsibilities

The members of The Council of Management are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of The Council of Management to prepare financial statements for each financial period. Under that law the members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The members of The Council of Management are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by The Council of Management on 29 December 2022 and signed on its behalf by



Mr Mark Faithfull
Chairman

INDEPENDENT EXAMINER'S REPORT

I report on the financial statements of the charity for the period ended 31 March 2022 set out on pages 7 to 16.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. The charity's gross income did not exceed £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the financial statements under section 145 of the Charities Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a "true and fair" view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention to:

- indicate that accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- indicate that the financial statements do not accord with such records;
- indicate that the financial statements fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102);
- which, in my opinion, attention should be drawn to gain a proper understanding of the financial statements.



Robert Allin FCA
Independent Examiner
Milton Hall, Ely Road
Milton
Cambridge
CB24 6WZ

29 December 2022



CHARITY COMMISSION
FOR ENGLAND AND WALES

GLOBAL LEADERSHIP NETWORK UK		Charity No.	1069726
Annual accounts for the period			
1st January 2021	to	31st March 2022	

Section A Statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total Funds 2020 £
Incoming resources (Note 3)				
Income and endowments from:				
Donations and legacies	26,257	-	26,257	40,306
Charitable activities	38,014	-	38,014	12,895
Investments	11	-	11	261
Other	-	-	-	686
Total	64,282	-	64,282	54,148
Resources expended (Note 4)				
Expenditure on:				
Charitable activities	201,761	-	201,761	141,472
Other	-	-	-	3,974
Total	201,761	-	201,761	145,446
Net income/(expenditure) before investment gains/(losses)	(137,479)	0	(137,479)	(91,298)
Net gains/(losses) on investments	-	-	-	-
Net income/(expenditure)	(137,479)	0	(137,479)	(91,298)
Extraordinary items	-	-	-	-
Transfers between funds	-	-	-	-
Other recognised gains/(losses):				
Gains and losses on revaluation of fixed assets for the charity's own use	-	-	-	-
Other gains/(losses)	-	-	-	-
Net movement in funds	(137,479)	0	(137,479)	(91,298)
Reconciliation of funds:				
Total funds brought forward	163,359	20,386	183,745	275,043
Total funds carried forward	25,880	20,386	46,266	183,745

Section B Balance sheet

	Unrestricted funds £	Restricted income funds £	Endowment funds £	2022 £	2020 £
Fixed assets					
Tangible assets	-	-	-	-	-
Total fixed assets	-	-	-	-	-
Current assets					
Stocks	-	-	-	-	4,242
Debtors (Note 7)	971	-	-	971	8,461
Cash at bank and in hand	49,419	20,386	-	69,805	180,799
Total current assets	50,390	20,386	-	70,776	193,502
Creditors: amounts falling due within one year (Note 8)	24,510	-	-	24,510	9,757
Net current assets/(liabilities)	25,880	20,386	-	46,266	183,745
Total assets less current liabilities	25,880	20,386	-	46,266	183,745
Total net assets or liabilities	25,880	20,386	-	46,266	183,745
Funds of the Charity					
Restricted income funds (Note 9)		20,386		20,386	20,386
Unrestricted funds	25,880			25,880	163,359
Total funds	25,880	20,386	-	46,266	183,745
Signed on behalf of the trustees	Signature		Print Name		Date
			MARK FAITHFULL		29/12/2022

Note 1 Basis of preparation**1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

- and with

✓

 the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
- and with

✓

 the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)
- and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by the Charity Commission's general guidance.

1.2 Going concern

An explanation as to those factors that support the conclusion that the charity is a going concern;

Disclosure of any uncertainties that make the going concern assumption doubtful;

Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.

The Council of Management has a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason The Council of Management continues to adopt the going concern basis of accounting in preparing the annual financial statements.

N/A

N/A

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of the change in accounting policy;</i>	N/A
<i>(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and</i>	N/A
<i>(iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS 102 SORP.</i>	N/A

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of any changes;</i>	N/A
<i>(ii) the effect of the change on income and expense or assets and liabilities for the current period; and</i>	N/A
<i>(iii) where practicable, the effect of the change in one or more future periods.</i>	N/A

1.5 Material prior year errors

No material prior year error have been identified in the reporting period (3.47 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*	✓	

Please disclose:

<i>(i) the nature of the prior period error;</i>	N/A
<i>(ii) for each prior period presented in the accounts, the amount of the correction for each account line item affected; and</i>	N/A
<i>(iii) the amount of the correction at the beginning of the earliest prior period presented in the accounts.</i>	N/A

Note 2
2.1 INCOME

Accounting policies

Recognition of income	These are included in the Statement of Financial Activities (SoFA) when: - the charity becomes entitled to the resources; - it is more likely than not that the trustees will receive the resources; and - the monetary value can be measured with sufficient reliability.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td></td><td>✓</td></tr> </table>	Yes	No	N/a	✓		✓
Yes	No	N/a						
✓		✓						
Offsetting	There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Grants and donations	Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Legacies	In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP). Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Tax reclaims on donations and gifts	Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Contractual income and performance related grants	This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Support costs	The charity has incurred expenditure on support costs.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

2.2 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Governance and support costs	Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Redundancy cost	The charity made no redundancy payments during the reporting period.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Deferred income	No material item of deferred income has been included in the accounts.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 11.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>✓</td><td>✓</td><td>✓</td></tr> </table>	Yes	No	N/a	✓	✓	✓
Yes	No	N/a						
✓	✓	✓						

2.3 ASSETS

Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least	£ 500	Yes	No	N/a
	They are valued at cost.		✓	✓	✓
Stocks and work in progress	Stocks held for sale as part of non-charitable trade are measured at the lower or cost or net realisable value.		Yes	No	N/a
			✓	✓	✓
	Goods or services provided as part of a charitable activity are measured at net realisable value based on the service potential provided by items of stock.		Yes	No	N/a
			✓	✓	✓
Debtors	Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.		Yes	No	N/a
			✓	✓	✓

Note 3

Analysis of income

		Unrestricted funds	Restricted income funds	Total funds 2022	Total funds 2020
		£	£	£	£
Analysis					
Donations and legacies:	Donations and gifts	25,520	-	25,520	40,306
	Gift Aid	737	-	737	-
	Legacies	-	-	-	-
	Other	-	-	-	-
	Total	26,257	-	26,257	40,306
Charitable activities:	Membership (Churches & Individuals)	25,742	-	25,742	6,801
	UK Conferences - GLS	11,112	-	11,112	1,165
	Resources Sales	1,160	-	1,160	4,929
	Total	38,014	-	38,014	12,895
Income from investments:	Interest income	11	-	11	261
	Other - Foreign Exchange	-	-	-	686
	Total	11	-	11	947
TOTAL INCOME		64,282	-	64,282	54,148

Note 4 Analysis of expenditure

Analysis	2022				2020			
	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Unrestricted funds	Restricted income funds	Endowment funds	Total funds
Expenditure on charitable								
Members' services								
- Member benefits	5,000	-	-	5,000	-	-	-	-
- Support costs	46,144	-	-	46,144	31,701	-	-	31,701
UK Conference								
- Other conference expenses	1,389	-	-	1,389	9,506	-	-	9,506
- Support costs	132,490	-	-	132,490	91,021	-	-	91,021
Resources								
- Cost of sales	3,666	-	-	3,666	262	-	-	262
- Support costs	13,073	-	-	13,073	8,981	-	-	8,981
Total expenditure on charitable activities	201,762	-	-	201,762	141,471	-	-	141,471
Other								
Trustee's expenses	-	-	-	-	3,974	-	-	3,974
Total other expenditure	-	-	-	-	3,974	-	-	3,974
TOTAL EXPENDITURE	201,762	-	-	201,762	145,445	-	-	145,445

Other information:

Analysis of expenditure on charitable activities

Activity or programme	2022				2020			
	Activities undertaken directly	Grant funding of activities	Support Costs	Total	Activities undertaken directly	Grant funding of activities	Support Costs	Total
	£	£	£	£	£	£	£	£
Member's services	5,000	-	46,144	51,144	-	-	31,701	31,701
UK Conference	1,389	-	132,490	133,879	9,506	-	91,021	100,527
Resources	3,666	-	13,073	16,739	262	-	8,981	9,243
Total	10,055	-	191,707	201,762	9,768	-	131,703	141,471

Note 5

Support Costs

2022

Support cost	Members' Services	UK Conference	Resource	Total
	£	£	£	£
Payroll Costs	32,801	94,180	9,293	136,274
Office Accomodation	4,311	12,378	1,221	17,910
Office Supplies	1,104	3,170	313	4,587
Travelling & Subsistence	89	254	25	368
Professional incl. Marketing	7,839	22,508	2,221	32,568
Total	46,144	132,490	13,073	191,707

2020

Support cost	Members' Services	UK Conference	Resource	Total
	£	£	£	£
Payroll Costs	23,349	67,041	6,615	97,005
Office Accomodation	3,097	8,892	877	12,866
Office Supplies	2,307	6,625	654	9,586
Travelling & Subsistence	470	1,350	133	1,954
Professional	2,477	7,113	702	10,292
Total	31,701	91,021	8,981	131,703

Note 6 **Paid employees**

6.1 Staff Costs

	2022 £	2020 £
Salaries and wages	124,740	89,451
Social security costs	7,469	4,490
Pension costs (defined contribution scheme)	4,064	2,690
Other employee benefits	-	374
Total staff costs	136,273	97,005

No employees received employee benefits (excluding employer pension costs) for the reporting periods of more than £60,000

6.2 Average head count in the year

	2022 Number	2020 Number
The parts of the charity in which the employees work		
Administration	1	1
Charitable Activities	1	1
Operational support	1	1
Total	3	3

Note 7 **Debtors and prepayments**

Analysis of debtors

	2022 £	2020 £
Trade debtors	191	8,461
Prepayments and accrued income	-	-
Other debtors	780	-
Total	971	8,461

Note 8 **Creditors and accruals**

Analysis of creditors - Amounts falling due within one

	2022 £	2020 £
Trade creditors	4,778	4,275
Accruals and deferred income	19,694	5,370
Taxation and social security	-	-
Other creditors	37	112
Total	24,509	9,757

Note 9 **Charity funds**

9.1 Details of material funds held and movements during the 2022 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
GLS	Restricted	Promotion of GLN in the developing world	20,386	-	-	-	-	20,386
Designated	Unrestricted	Third party organisations with consistent objects of the company and where there are no conflicts of interest.	11,118	-	-	-	-	11,118
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	152,241	64,282	(201,761)	-	-	14,762
Total Funds			183,745	64,282	(201,761)	-	-	46,266

9.2 Details of material funds held and movements during the 2020 reporting period

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
GLS	Restricted	Promotion of GLN in the developing world	20,386	-	-	-	-	20,386
Designated	Unrestricted	Third party organisations with consistent objects of the company and where there are no conflicts of interest.	11,118	-	-	-	-	11,118
General	Unrestricted	Unrestricted for use in accordance with the charitable objectives	243,539	54,148	(145,446)	-	-	152,241
Total Funds			275,043	54,148	(145,446)	-	-	183,745

Note 10 Transactions with trustees and related parties**10.1 Trustee remuneration and benefits****2022**

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

2020

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity

10.2 Trustees' expenses

Type of expenses reimbursed	2022	2020
	£	£
Travel	-	3,195
Subsistence	-	118
Accommodation	-	621
	-	
TOTAL	-	3,934

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity

0	1
---	---

Accounts

GLOBAL LEADERSHIP NETWORK UK

(A Company Limited by Guarantee)

COMPANY NUMBER 3057781
REGISTERED CHARITY NUMBER 1069726

2020

UNAUDITED FINANCIAL STATEMENTS

For the year ended 31 December 2020

GLOBAL LEADERSHIP NETWORK UK

LEGAL AND ADMINISTRATIVE DETAILS

LEGAL & ADMINISTRATIVE DETAILS	3
REPORT OF THE COUNCIL OF MANAGEMENT	4
STAFFING	4
RISK MANAGEMENT.....	4
OBJECTIVES AND ACTIVITIES	4
<i>a) Membership</i>	5
<i>b) Training</i>	5
ACHIEVEMENTS AND PERFORMANCE	5
<i>a) Membership</i>	5
<i>b) Training</i>	5
<i>c) Resources</i>	6
RESERVES POLICY	6
RESULTS FOR THE YEAR.....	6
FUTURE PLANS	6
THE COUNCIL OF MANAGEMENT MEMBERS' RESPONSIBILITIES	8
INDEPENDENT EXAMINERS' REPORT	9
STATEMENT OF FINANCIAL ACTIVITIES	10
BALANCE SHEET AS AT 31 December 2020	11
NOTES TO THE FINANCIAL STATEMENTS	12
1. ACCOUNTING POLICIES	12
2. LEGAL FORM AND OTHER INFORMATION	15
3. OUTSIDE SOURCES	15
4. DONATIONS AND LEGACIES	15
5. CHARITABLE ACTIVITIES INCOME	15
6. INVESTMENT INCOME	16
7. OTHER INCOME	16
8. CHARITABLE ACTIVITIES EXPENDITURE	16
9. OTHER EXPENDITURE	16
10. SUPPORT COSTS	17
11. NET MOVEMENT IN FUNDS	17
12. STAFF COSTS	17
13. COMMITMENTS UNDER OPERATING LEASES	18
14. TANGIBLE ASSETS	18
15. STOCKS	18
16. DEBTORS	18
17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	18
18. RELATED PARTY TRANSACTIONS	18
19. DEFERRED INCOME	19
20. RESTRICTED FUNDS	19
21. UNRESTRICTED FUNDS	19

GLOBAL LEADERSHIP NETWORK UK

LEGAL AND ADMINISTRATIVE DETAILS

Charity Name:	Global Leadership Network UK
Registered Charity Number:	1069726
Company Number:	03057781
Principal Address:	Mount Pleasant Chapel Bristol Road Falfield Wotton-Under-Edge England GL12 8DW
Registered Office	16-20 South Street Hythe Southampton SO45 6EB
The Council of Management:	Mr Scott Cochrane (Appointed 8 December 2020) Mr Gary Schwammlein Mr Michael Hill (Resigned 15 May 2020) Mr Roger Fairhead (Resigned 1 December 2020) Mr Steven Smith (Appointed 13 February 2020) Mr Mark Faithfull (Appointed 11 August 2020) Mrs Helen Reed (Appointed 6 November 2020) Mr Andrew Worthington (Appointed 6 November 2020)
Company Secretary:	Mr William Salmon (Resigned 1 July 2020) Mrs Rachael Cottell (Appointed 1 July 2020)
Executive Director:	Mr William Salmon (Resigned 1 February 2019) Appointed Communications & Marketing Manager
Chief Executive Officer:	Mr Michael Hill (Resigned as CEO on 1 st December) Mr Roger Fairhead (Resigned as a Director on 1 December 2020) Appointed CEO on 1 December 2020
Bankers:	Barclays Bank PLC 425-427 Shirley Road Shirley Southampton SO15 3EU
Independent Examiner:	Graham Jones BSc FCA Graham Jones LLP 16-20 South Street Hythe Southampton SO45 6EB

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management presents its report and the Financial Statements of the company for the year ended 31 December 2020 in accordance with the Statement of Recommended Practice: 'Accounting by Charities' (SORP).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Global Leadership Network UK ("GLN UK") is a registered charity and is a registered company limited by guarantee. The company is governed by its memorandum and articles of association dated 17th May 1995.

GLN UK is an affiliate of Global Leadership Network (GLN US) based in South Barrington, IL, USA under the terms and conditions of the Willow Creek Association Affiliation Agreement dated 15th March 2000 ("the Affiliation Agreement").

Staffing

In accordance with the Affiliation Agreement, GLN UK is governed by The Council of Management (which is the Board of Directors for the purposes of company law and Board of Trustees for the purposes of Charity Law) consisting of a minimum of five members. Each member of the Council is a member of GLN UK or aligned with its purposes. Recruitment of new Council members is subject to election by The Council of Management. Induction and training of new Council members is undertaken by the Chairman of The Council of Management and the Chief Executive. Review of each Council member's role and contribution is undertaken bi-annually by the Chairman and the Chief Executive. Review of the Chairman's role and contribution is undertaken bi-annually by the GLN International Vice President.

The Council of Management is responsible for policy and strategic direction. The operational and staff management is the responsibility of the CEO, Roger Fairhead from 1 December 2020 and prior to this was the responsibility of Mike Hill. The day-to-day administration rests with Rachael Cottell who is also the Company Secretary (from 1 July 2020).

Volunteers play a vital role in fulfilling the company's objectives and activities. The volunteer roles vary from administrative support in the GLN UK office to Event management at GLN UK conference venues.

Risk Management

The Council of Management continues to monitor activity on a regular basis using a range of management tools (a "Scorecard" identifying key performance areas is circulated each month and presented at The Council of Management meetings) to identify potential areas of risk. This is constantly reviewed and updated. GLN US, in addition to quarterly reports, requires quarterly budgets and annual goal setting.

The Risk Assessment Report covers the necessary contingencies.

OBJECTIVES AND ACTIVITIES

The purpose of the company is the advancement of the Christian faith by the envisioning, encouraging, and equipping of church leaders. This is achieved by partnering with local churches to provide GLN leadership development training at conferences and seminars. In addition, it provides year-round training materials through membership subscriptions, Internet media and the sale of resources.

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular the Council of Management considers how planned activities will contribute to the aims and objectives they have set.

Training

Training provides an effective means through which GLN UK achieves its vision and mission. GLN UK has a strategic goal to provide quality conferences and seminars. Invariably this takes the form of at least one, and usually several major 1-day events which provide a high inspiration factor and fulfil the 'envision, encourage, equip' objective. In addition, GLN UK provides internet training programmes using video and audio resources from the live events.

The administration of the training is undertaken primarily by the GLN UK staff and also a team of volunteers who assist with the preparation of mail shots, signage, resources, packaging and other tasks entailed in the running of such big events.

In 2020, GLN UK set out to provide:

- At least one major 1-day leadership video conferences online – attendance goal 3000
- one major 2-day leadership conference, which took place in Chicago – complimentary online attendance only, no income realised
- one major 5-day Church Leadership Intensive, which took place in Chicago – attendance 17 (Cancelled due to COVID)

Membership

To achieve the vision and mission, GLN UK provides a Membership service (referred to as a Partnership), with a range of benefits, delivered by staff focused on meeting their needs. The benefits include a complementary ticket to the Global Leadership Summit ("GLS") videocast, access to online learning programmes, and a monthly mailing with a leadership audio resource. In addition, members receive regular email promotional offers on GLN resources and events as well as latest updates. In turn, members can inform GLN UK of their own notices e.g. job vacancies which are posted on our website and social media.

GLN UK members are contacted by the Communications and Marketing Manager to provide feedback and influence on strategic and operational matters.

ACHIEVEMENTS AND PERFORMANCE

2019 had proved a challenging year for performance, which had ramifications for 2020, which were further exacerbated by the COVID Pandemic.

Training

In the UK a set of major 1-day events took place over multiple venues in the UK & Ireland.

- GLS – October/November
 - The 1-day GLS online videocast events brought the top leadership sessions from the US Leadership Summit to the UK
 - Total attendance: 1625 from 2249 bookings

Membership

Membership increased from 116 members in 2019 to 2600 in 2020.

GLOBAL LEADERSHIP NETWORK UK

REPORT OF THE COUNCIL OF MANAGEMENT

Resources

Resource sales were non-existent in 2020 due to the nature of the events, all being held online.

FINANCIAL REVIEW

Reserves Policy

The aim of The Council of Management is to keep in distributable reserves an amount equivalent to at least six months of operating expenses (in 2020 operating expenses including salaries, rent, office expenses and other overheads totalled £131,703). At 31 December 2020, the company had unrestricted funds available of £163,359 (2019: £254,657), which The Council of Management feels is satisfactory. The Council of Management will continue to review the level of reserves in the light of the Association's ongoing plans and requirements.

Public Benefit

The company provides a number of free resources for public benefit. In addition, for a fee, extra resources are made available to individuals and the churches they represent. For low income individuals, GLN UK offers discretionary discounts on its membership, resources, and conference fees.

Results for the Year

The company had net outgoing resources of £91,298 for the year ended 31 December 2020 (2019: £46,713). A deficit of £8,341 before support costs arose from the various UK conferences run during the year as noted above.

No donations were received for the GLDF in 2020.

In 2008 The Council of Management agreed upon a policy of apportioning a tenth of the company's surplus to third party organisations. Council members nominate the third party organisations such that they are consistent with the objects of the company and there are no conflicts of interest. At 31 December 2020, £11,118 remained to be apportioned. This represents a surplus from previous years less subsequent donations. A loss was made this year of £106,296 in unrestricted funds which means there will be no apportionment from 2020.

The balance sheet shows total net assets of £183,745 (201: £275,043), which are held for use by the company in furtherance of its objectives.

The Council of Management has a reasonable expectation that the company has adequate resources to continue operational existence for the foreseeable future. For this reason The Council of Management continues to adopt the going concern basis of accounting in preparing the annual financial statements (See note 1 to the financial statements).

FUTURE PLANS

GLN UK plans to focus on its core activity of training the GLS. Membership will be maintained and GLS resources made available at events and online.

- **Training:**

The GLS is the principal thrust behind all our activity. GLN UK plans to provide in 2020:

- The GLS 1-day online and in person events, continuing with its desire to make the world-class training of the Summit 'annual, accessible and affordable'.
- Online learning on leadership.

REPORT OF THE COUNCIL OF MANAGEMENT

- **Membership:**
 - Membership will continue to provide GLS year-round learning.
 - The website is also under constant review for optimal performance, user friendliness, and up-to-date information.
- **Resources:**
 - We plan to focus on conference related resources online and at our events.

REPORT OF THE COUNCIL OF MANAGEMENT

The Council of Management Members' Responsibilities

The members of The Council of Management are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of The Council of Management to prepare financial statements for each financial year. Under that law the members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The members of The Council of Management are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by The Council of Management on 22 September 2021 and signed on its behalf by

Mr Mark Faithfull
Chairman

INDEPENDENT EXAMINER'S REPORT

I report on the financial statements of the charity for the year ended 31 December 2020 set out on pages 10 to 19.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. The charity's gross income did not exceed £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the financial statements under section 145 of the Charities Act;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a "true and fair" view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention to:

- indicate that accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- indicate that the financial statements do not accord with such records;
- indicate that the financial statements fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102);
- which, in my opinion, attention should be drawn to gain a proper understanding of the financial statements.

.....
Graham Jones BSc FCA
Independent Examiner
Graham Jones LLP
16-20 South Street
Hythe, Southampton
SO45 6EB

GLOBAL LEADERSHIP NETWORK UK

Statement of Financial Activities for the year ended 31 December 2020

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
Income and endowments from:					
Donations and legacies	4	40,306	-	40,306	11,374
Charitable activities	5	12,895	-	12,895	132,036
Investment income: Bank interest	6	261	-	261	855
Other income	7	686	-	686	3,750
Total income resources		<u>54,148</u>	<u>-</u>	<u>54,148</u>	<u>148,015</u>
Expenditure on:					
Charitable activities	8	141,472	-	141,472	183,756
Other activities	9	3,974	-	3,974	10,972
Total Expenditure		<u>145,446</u>	<u>-</u>	<u>145,445</u>	<u>194,728</u>
Net income / (expenditure) for the year		(91,298)	-	(91,298)	(46,713)
Net movement in funds	11	<u>(91,298)</u>	<u>-</u>	<u>(91,298)</u>	<u>(46,713)</u>
Total funds brought forward		254,657	20,386	275,043	321,756
Total funds carried forward		<u>163,359</u>	<u>20,386</u>	<u>183,745</u>	<u>275,043</u>

The statement of financial activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

Balance Sheet as at 31 December 2020

		2020	2019
	Note	£	£
Fixed assets			
Tangible assets	14	-	-
Current assets			
Stocks	15	4,242	4,499
Debtors	16	8,461	28,376
Cash at bank and in hand		180,799	282,350
Total current assets		193,502	315,225
Creditors: amounts falling due within one year	17	9,757	40,182
Net current assets		183,745	275,043
Total assets less current liabilities		183,745	275,043
Total net assets		<u>183,745</u>	<u>275,043</u>
The funds of the charity			
Restricted income funds	20	20,386	20,386
Unrestricted funds	21	163,359	254,657
Total charity funds		<u>183,745</u>	<u>275,043</u>

For the year ended 31st December 2020 the company was entitled to exemption under subsection 1 of section 477 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Director's responsibilities:

- The Members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibility for complying with the requirements of the Act with respect to account records and preparation of accounts.

Approved by The Council of Management on 22 September 2021 and signed on its behalf by:

Mr Mark Faithfull
Chairman

Company Registration Number: 3057781

Notes forming part of the financial statements for the year ended 31 December 2020

1. Accounting policies

The financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102 ("the SORP"), the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Going concern

The Council of Management has a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason The Council of Management continues to adopt the going concern basis of accounting in preparing the annual financial statements.

However, because the bulk of the charity's income tends to come during 'conference season' in Autumn of each year, if the 2021 conference season fails to generate sufficient income, then the Council of Management may need to take action to reduce the overheads of the organisation. To mitigate this risk GLN is working to promote a membership option in 2021 which offers year-round learning, and will seek to raise additional funds through donations. The Council of Management believes that a combination of memberships, additional donations and further reductions in overheads where necessary will provide the company with sufficient resources to meet its obligations for at least the next 12 months.

Funds structure

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for specific purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Incoming resources

Recognition of incoming resources

- These are included in the Statement of Financial Activities (SoFA) when:
- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Incoming resources with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and donations

Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.

Tax reclaims on donations and gifts

Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.

Membership subscription income

This represents the apportionment of subscriptions appropriate to the year of account.

Notes forming part of the financial statements for the year ended 31 December 2020

Contractual income and performance related grants

This is only included in the SoFA once the related goods or services have been delivered.

Gifts in kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

Donated services and facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Investment income

This is included in the accounts when receivable.

Expenditure

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance costs

Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.

Support costs

Support costs include central functions and have been allocated to activity cost categories in proportion to the time spent by individual members of staff and with reference to the salaries of those staff.

Foreign currency translation

Transactions denominated in foreign currencies are translated into sterling and recorded at the rate of exchange ruling at the date of the transaction. Balances at the year-end denominated in a foreign currency are translated into sterling at the rate of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.

Redundancy or termination payments

Redundancy or termination payments are charged to the Statement of Financial Activities in the financial period in which the redundancy takes place.

Fixed assets and depreciation

Expenditure on fixed assets costing over £500 is capitalised at cost and depreciated over the anticipated useful life of the assets as follows:

Office Equipment: - over a period of three years on a straight line basis.

Computer Systems: - over a period of three years on a straight line basis.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolescence.

Debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Notes forming part of the financial statements for the year ended 31 December 2020

Debtors continued

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.

Operating leases

Rentals payable under operating leases are charged to the Statement of Financial Activities over the period of the lease on a straight line basis.

Pension scheme

The Charity operates a money purchase pension scheme. Pension costs are charged to the SoFA in the financial period in which they are incurred.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial instruments

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measure at amortised cost using the effective interest method.

GLOBAL LEADERSHIP NETWORK UK

Notes forming part of the financial statements for the year ended 31 December 2020

2. Legal Form and Other Information

Global Leadership Network UK is a Company Limited by Guarantee incorporated in England and Wales.

3. Outside sources

We estimate that we have on average <1% (2019: 1.9%) turnover from our incoming resources attributable to geographical markets outside the United Kingdom.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
UK donation	40,306	-	40,306	1,308
Restricted GLS appeal	-	-	-	10,066
	<u>40,306</u>	<u>-</u>	<u>40,306</u>	<u>11,374</u>

5. Charitable Activities Income

Membership fees				
Membership Dues Church & Indiv.	6,801	-	6,801	8,763
	<u>6,801</u>	<u>-</u>	<u>6,801</u>	<u>8,763</u>
UK Conferences				
GLS	1,165	-	1,165	89,783
	<u>1,165</u>	<u>-</u>	<u>1,165</u>	<u>89,783</u>
US Conferences				
USA Conferences	-	-	-	14,864
	<u>-</u>	<u>-</u>	<u>-</u>	<u>14,864</u>
Resources				
Team edition sales	4,929	-	4,929	18,625
	<u>4,929</u>	<u>-</u>	<u>4,929</u>	<u>18,625</u>

GLOBAL LEADERSHIP NETWORK UK

Notes forming part of the financial statements for the year ended 31 December 2020

	Note	Unrestricted Funds £	Restricted Funds £	Funds 2020 £	Total Funds 2019 £
6. Investment Income					
Interest income		261	-	261	855
7. Other Income					
Advertising/Exhibition stands		-	-	-	3,750
Foreign exchange differences		686	-	686	-
		686	-	686	3,750
8. Charitable Activities Expenditure					
Members' services					
Marketing		-	-	-	508
Member benefits		-	-	-	241
Support costs	10	31,701	-	31,701	24,991
		31,701	-	31,701	25,740
UK Conferences					
Venue hire and expenses		-	-	-	8,745
Other conference Expenses		9,506	-	9,506	35,450
Support costs	10	91,021	-	91,021	73,722
		100,528	-	100,528	117,917
US Conferences					
Conference expenses		-	-	-	6,175
Support costs	10	-	-	-	10,309
		-	-	-	16,484
Resources					
Cost of sales		262	-	262	8,735
Support costs	10	8,981	-	8,981	14,880
		9,243	-	9,243	23,615
9. Other Expenditure					
Independent examiner's fees		-	-	-	3,812
Trustee's expenses		3,974	-	3,974	6,560
Foreign exchange differences		-	-	-	600
		3,974	-	3,974	10,972

Notes forming part of the financial statements
for the year ended 31 December 2020

		2020 £	2019 £
10. Support Costs			
Total support costs are as follows:			
Payroll costs		97,005	84,564
Office accommodation		12,866	20,961
Stationery & office supplies		9,586	13,137
Travelling & subsistence		1,954	720
Professional Fees inc. Bank charges		10,292	4,520
		<u>131,703</u>	<u>123,902</u>
Support costs are allocated as follows:	Note		
Members' services	8	31,701	24,991
UK Conferences	8	91,021	73,722
US Conferences	8	-	10,309
Resources	8	8,981	14,880
		<u>131,703</u>	<u>123,902</u>
11. Net movement in funds			
Net movement in funds is stated after charging:			
Independent examiner's fees		-	3,812
Accountancy fees		7,942	3,674
Office rent		12,866	19,984
Foreign exchange differences		-	600
The Council of Management (Trustees') expenses:			
Travel & subsistence for 3 Trustees		3,974	6,560
		<u>24,782</u>	<u>34,630</u>
The members of The Council of Management (Trustees) received no remuneration as trustees in either accounting period.			
12. Staff costs			
Salaries		89,451	49,466
Pension contributions		2,690	2,375
Health insurance		374	857
Social security costs		4,490	2,008
Payroll sub-total		<u>97,005</u>	<u>54,706</u>
Contracted out staffing services		-	29,858
Total		<u>97,005</u>	<u>84,564</u>
Average number of employees:			
Administration		1	1
Direct charitable activities		1	1
Operational support		1	-

No employee was paid emoluments in excess of £60,000 in either year

Notes forming part of the financial statements
for the year ended 31 December 2020

13. Commitments Under Operating Leases

At 31 December 2020 the company had annual commitments under non-cancellable operating leases as set out below:

	2020 £	2019 £
Equipment		
Operating leases which expire:		
Less than one year	-	2,574

14. Tangible Assets

		Fixtures, fittings and equipment £	Total £
Cost	At 1 January 2020 and 31 December 2020	27,919	27,919
Depreciation	At 1 January 2020 and 31 December 2020	27,919	27,919
Net Book value	At 31 December 2020 and 2019	-	-
		2020 £	2019 £

15. Stocks

Stock	4,242	4,499
-------	-------	-------

16. Debtors

Trade debtors	8,461	19,700
Other debtors	-	8,676
	8,461	28,376

17. Creditors: Amounts Falling Due Within One Year

Trade creditors	4,275	11,943
Deferred income	3,900	21,764
Taxation and social security costs	-	1,412
Accruals	1,470	5,306
Other creditors	112	(243)
	9,757	40,182

18. Related Party Transactions

During the year there were financial transactions with affiliated organisations as follows:

The company made no purchases of goods and services from Global Leadership Network (GLN US) (2019: £13,471) on a normal commercial basis. At the balance sheet date, there was nothing owed to GLN US (2019: £0).

**Notes forming part of the financial statements
for the year ended 31 December 2020**

19. Deferred Income

	£
As at 31 December 2019	21,764
As at 31 December 2020	3,900
Movement on Deferred income account	(17,864)
Incoming resources deferred in current year	3,900
less amounts released from previous years	21,764
	(17,864)

Deferred income represents monies received in respect of memberships relating to future periods, in respect of future conferences and in respect of future donations.

20. Restricted Funds

Restricted funds represents monies collected at the “Global Leadership Summit” events to promote the work of the GLN US in the developing world. During the year, £0 was collected, and the balance of £0 was remitted on behalf of GLN UK to be used in this manner, leaving £20,368 carried forward in restricted funds which will also be sent to organisations during the current year.

	Opening Balance £	Income £	Expenditure £	Closing Balance £
GLS	20,386	-	-	20,386
	20,386	-	-	20,386

21. Unrestricted Funds

Unrestricted funds are those funds that the trustees are free to use in accordance with the charitable objects, and amount to £163,359 at the end of 2020.

In 2008 The Council of Management agreed upon a policy of apportioning a tenth of the company’s surplus to third party organisations. Council members nominate the third party organisations such that they are consistent with the objects of the company and there are no conflicts of interest.

At 31 December 2020, £11,118 remained to be apportioned. This represents a surplus from previous years less subsequent donations. A loss was made this year of £91,298 in unrestricted funds so there will be no transfer from 2020.

The balance of unrestricted funds is held within the General Fund.

Movements on unrestricted funds are as follows:-

	Opening Balance £	Income £	Expenditure £	Transfers £	Closing Balance £
Designated Fund	11,118	-	-	-	11,118
General Funds	243,539	54,148	(145,446)	-	152,241
	254,657	54,148	(145,446)	-	163,359